
**SUPPLEMENTAL MATERIAL
MARCH 16, 2005
CITY COMMISSION MEETING**

SUPPLEMENTAL MATERIAL

C7 - Resolutions

- C7H A Resolution Authorizing The Mayor And The City Clerk To Execute A Professional Services Agreement Between The City Of Miami Beach, Florida And PN Investments, Inc. For \$62,500 For Unique Law Enforcement And Investigative Services.
(Police Department)
(Resolution)
- C7L A Resolution Appropriating \$15,000 From Exhibitor Registrations And Sponsorships To Be Used For The E.A.R.T.H Expo'5 To Be Held In The City Of Miami Beach On April 10, 2005.
(Public Works)
(Additional Material & Resolution)

R7 - Resolutions

- R7F A Resolution Approving An Extension Of The Vendor Contract For Bristol Public Relations, Dated November 11, 2004, In An Amount Not To Exceed \$25,000, To Fund The Cultural Marketing Campaign For The Remainder Of Fiscal Year 2004/2005.
(Tourism & Cultural Development)
(Resolution)
- R7G A Resolution Relating To The Annual Evaluation Of The City Manager; Receiving The City Manager's Report; Recognizing His Exemplary Performance; Granting Merit Increase Of ____ Percent; Granting Performance Bonus Of ____ Dollars; Granting A Cost Of Living Adjustment (COLA) Of Three Percent; Adjusting His Benefits; Adjusting His Employment Contract Accordingly; And Setting An Effective Date.
(City Manager's Office)
(Memorandum & Resolution)

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA AUTHORIZING THE MAYOR OR HIS DESIGNEE, AND THE CITY CLERK TO EXECUTE A PROFESSIONAL SERVICES AGREEMENT BETWEEN THE CITY OF MIAMI BEACH, FLORIDA AND PN INVESTMENTS, INC. FOR \$62,500 FOR UNIQUE LAW ENFORCEMENT AND INVESTIGATIVE SERVICES

WHEREAS, since the terrorist attacks of September 11, 2001, law enforcement agencies have been acutely aware of the need to gather timely and accurate information relative to terrorism; and,

WHEREAS, Miami-Dade County has been identified by intelligence experts as an area vulnerable to terrorist attacks; and,

WHEREAS, intelligence gathered on organized groups that engage in terrorist activities or align with these organizations, have focused their attacks towards airports and seaports; and,

WHEREAS, in light of this situation, it is incumbent upon the Miami Beach Police Department ("MBPD") to enlist the services of PN Investments, Inc. ("Contractor"); and,

WHEREAS, the Contractor shall provide professional consulting services regarding terrorism activities, analysis of data, documentation and reports; and,

WHEREAS, the Contractor employs a recognized expert in anti-terrorism, n expertise and capability that does not currently exist within the MBPD; and,

WHEREAS, the MBPD will provide reasonable work accommodations including: a desk, chair, telephone, and consumable office supplies, as needed; and,

WHEREAS, the MBPD, Strategic Investigations Unit, will determine and advise the Contractor of the required work hours; outline specific intentions for performance of the Contractor on a monthly, weekly or daily basis; authorize the monthly invoice for payment; maintain all attendance or assignment records of the Contractor's activities; and provide documentation to all authorized and inquiring sources with regards to the Contractor's attendance and assignment records, as needed; and,

NOW THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, that the Mayor or his Designee and the City Clerk are hereby authorized to execute a Professional Services Agreement

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between the City of Miami Beach, Florida and PN Investments, Inc., for \$62,500 for unique law enforcement and investigative services.

PASSED and ADOPTED this _____ day of _____, 2005.

MAYOR

ATTEST:

CITY CLERK

**APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION:**

M. H. [Signature] 3-11-05
City Attorney Date

CITY OF MIAMI BEACH

CITY HALL 1700 CONVENTION CENTER DRIVE MIAMI BEACH, FLORIDA 33139
www.miamibeachfl.gov



COMMISSION MEMORANDUM

To: Mayor David Dermer and
Members of the City Commission

Date: March 16, 2005

From: Jorge M. Gonzalez
City Manager

Subject: **SUPPLEMENTAL TO RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, APPROPRIATING \$15,000 FROM EXHIBITOR REGISTRATIONS AND SPONSORSHIPS TO BE USED FOR THE ANNUAL E.A.R.T.H. EXPO TO BE HELD IN THE CITY OF MIAMI BEACH ON APRIL 10, 2005.**

The original action presented to the Commission accepted and appropriated only the largest donation, \$5,000 for the event. Legal has advised that all of the contributions, \$15,000, be accepted and appropriated by the Commission.

The Environmental Resources Management Division is coordinating with the Special Events Division to obtain a special events permit for the E.A.R.T.H. Expo'5. Residents of the South Pointe Association have expressed concerns regarding the music during the event. The Environmental Division will meet with the South Pointe Association to discuss the event and review options for event; either limiting the music or changing the venue for the event.

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RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, APPROPRIATING \$15,000 FROM EXHIBITOR REGISTRATIONS AND SPONSORSHIPS TO BE USED FOR THE E.A.R.T.H. EXPO'5 TO BE HELD IN THE CITY OF MIAMI BEACH ON APRIL 10, 2005.

WHEREAS, Earth Day is a national celebration of the Earth in the month of April; and

WHEREAS, the Environmental Resources Management Division of the City of Miami Beach has coordinated an E.A.R.T.H. Expo'5 event that will provide a forum for sustainable businesses and non-profit environmental organizations to educate the public on current environmental issues; and

WHEREAS, environmental and socially responsible businesses and non-profit organizations have donated exhibitor fees to participate; and

WHEREAS, the E.A.R.T.H. Expo'5 event requires obtaining sponsorships and exhibitor fees to cover the cost of the event; and

WHEREAS, \$15,000 has been collected and needs to be appropriated to be used for the E.A.R.T.H. Expo'5 event.

NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, \$15,000 is hereby authorized to be appropriated from exhibitor registrations and sponsorships to be used for the annual E.A.R.T.H. Expo'5 event.


PASSED AND ADOPTED this _____ day of _____, 2005.

ATTEST:

CITY CLERK

MAYOR

**APPROVED BY
FORM & LANGUAGE
& FOR EXECUTION**



City Attorney

3/15/05

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND THE CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, APPROVING AN EXTENSION OF THE VENDOR CONTRACT FOR BRISTOL PUBLIC RELATIONS, DATED NOVEMBER 11, 2004, IN AN AMOUNT NOT TO EXCEED \$25,000, TO FUND THE CULTURAL MARKETING CAMPAIGN FOR THE REMAINDER OF FISCAL YEAR 2004/2005.

WHEREAS, shortly after the Department of Tourism and Cultural Development Department was formed in Fiscal Year 2002/2003, multiple studies were launched and completed to evaluate the progress of the Cultural Arts Council (CAC) from the time of its formation in 1997, to 2002; and

WHEREAS, one of the items addressed was the need for more visibility on the part of the Cultural Affairs Program and the Cultural Arts Council and it was determined that the creation of a professional marketing and public relations vision was required; and

WHEREAS, the CAC approved an expenditure of \$25,000.00 to hire a marketing and public relations firm and conducted a general request for qualifications for local firms in Miami-Dade County, based on a Scope of Services that addressed the priorities and needs of the Cultural Affairs Program; and

WHEREAS, Cultural Arts Council Marketing and Communications Task Force conducted a full day of interviews and agency presentations and selected Bristol Public Relations; and

WHEREAS, a comprehensive, far-reaching marketing and public relations campaign was developed that included an extensive marketing campaign with new logo and visuals, a new website, printed collaterals, palm cards, printed ads and other related materials; and

WHEREAS, the City's Public Relations and Communications Ad-Hoc Committee has not yet finalized recommendations for a citywide communications strategy; and

WHEREAS, it is anticipated that cultural affairs public relations and communications will be included in a broader citywide program; and

WHEREAS, the Administration believes it to be in the City's best interest to continue the contractual relationship with Bristol Public Relations for the remainder of fiscal year 2004/2005 when a citywide communications initiative will be implemented.

NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND THE CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, that the Mayor and City Commission hereby approve the extension of the vendor contract for Bristol Public Relations, dated November 11, 2004, in an amount not to exceed \$25,000, to fund the

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cultural marketing campaign for the remainder of Fiscal Year 2004/2005.

PASSED and **ADOPTED** this ____ day of March, 2005.

ATTEST:

MAYOR

CITY CLERK

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**APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION**



City Attorney Date




CITY OF MIAMI BEACH

1700 CONVENTION CENTER DRIVE
MIAMI BEACH, FLORIDA 33139

DAVID DERMER
MAYOR

March 16, 2005

To: Members of the City Commission
From: David Dermer, Mayor 
Subject: City Manager's Annual Performance Evaluation

On August 21, 2004, the City Manager completed his FOURTH year of service as City Manager of Miami Beach. Pursuant to his employment agreement, the City shall review and evaluate the performance of the Manager annually and the Mayor shall provide the Manager with a summary of the findings of the Commission. Compensation, performance bonuses and other adjustments to his contract are also reviewed at this time.

The City Manager has provided me, and I have shared with you, a comprehensive report setting forth how the City Manager and his Administration have fulfilled the goals and objectives endorsed by the City Commission and summarizing their accomplishments over the period between August 21, 2003 and August 21, 2004 (Attached). The Commission has also received guidelines from the International City/County Management Association (ICMA) regarding criteria for evaluating the City Manager's performance.

I have forwarded your written comments to the City Manager and have directly relayed my observations of his performance over the past year. I am also aware that each of you have also had the opportunity to relay your observations directly with the City Manager.

The attached resolution adjusts the City Manager's employment agreement in recognition of his exemplary performance and in recognition of his willingness to voluntarily forego merit increases and performance bonuses in the past when circumstances called for this type of leadership.

DD:mc

Attachments (2)

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File

CITY OF MIAMI BEACH
Office of the Mayor and Commission
Interoffice Memorandum



To: City Commissioners

Date: January 19, 2005

From: Mayor David Derner

Subject: CITY MANAGER'S ANNUAL PERFORMANCE EVALUATION

As you know, the City Manager completed his fourth year of service on August 21, 2004. It is my responsibility to coordinate the performance evaluation process on an annual basis. I am proposing we conduct this review in the manner we have used in the past.

Attached, you will find the City Manager's report on the activities and accomplishments of the past year for your review. In addition, the manager has included a form developed by the International City/County Management Association (ICMA) which may serve as a guide as you consider his performance. I should remind you that this information is subject to the Sunshine Law regulation and should therefore be dealt with accordingly.

Please review the material and provide to me your completed forms, input or comments by January 29, 2005 so that I may discuss the matter with the City Manager accordingly.

DD/me

Attachment



CITY OF MIAMI BEACH
Office of the City Manager
Interoffice Memorandum

To: Mayor David Dermer

Date: January 19, 2005

From: Jorge M. Gonzalez
City Manager

A handwritten signature in dark ink, appearing to read 'Jorge'.

Subject: PERFORMANCE EVALUATION

As you know, I completed my fourth year as your City Manager late last year. Last year at this time, you and the City Commission completed my performance evaluation. At this time, I would like to share with you what my Administration and I have focused on and the results we have accomplished over the past year. These accomplishments continue to build on the work we have been focusing on since I became your City Manager in August of 2000. Generally, the time period covered in this information spans the period between August 2003 and August 2004 although there may be some areas that extend due to fiscal year initiatives or other matters that would cause them to overlap beyond a 12 month period.

Pursuant to our employment agreement, *"The City shall review and evaluate the Performance of the Manager at least once annually. Further, the Mayor shall provide the Manager with a summary written statement of the findings of the City Commission and provide an adequate opportunity for the Manager to discuss his evaluation with the City Commission."* As I have done in prior years, I am attaching a form developed by the International City / County Management Association (ICMA) which may be of use to you in soliciting input from the other Commissioners should you wish to use it. As you know, this information is subject to the Sunshine Law regulations and needs to be solicited and reviewed in that context.

In reviewing the events and accomplishments of the past year, and of the three before that, I am happy to report that the City of Miami Beach continues to make great strides in accomplishing our mission of providing excellent public service and safety to all who live, work, visit and play in our vibrant, tropical historic community and achieving our vision of becoming a community that is cleaner and safer; more beautiful and vibrant; mature and stable with a well-improved infrastructure; a unique historic, urban environment; a cultural, entertainment, and tourism capital; and an international center for innovation in culture, recreation, and business.

I am proud to say that our efforts to deliver excellent services and efficient government operations were recognized this past year by the Florida League of Cities, a statewide organization designed to meet and serve the needs of Florida's municipal officials, who in 2004 honored me as the City Manager of the Year for the State of Florida. This is the

first time in the League's history that the Florida League of Cities presented this award which was created to honor a city manager who displays exceptional excellence in the following areas: judgment, initiative, integrity, innovation, professionalism, commitment and citizen relations. I am honored that elected officials from throughout the state selected me for this recognition and am appreciative of the support and confidence that you and the City Commissioners have placed in me and my team. I view this recognition not as an individual award, but one that recognizes our collective efforts in making the City of Miami Beach an even better place to live, work, visit and play.

In order to accomplish our mission and achieve our vision, my Administration has continued to focus on the following strategic priorities that were identified in 2001 through our strategic visioning effort:

- Implementation of the Capital Improvement Program (CIP)
- Implementation of our strategic plan and economic development program
- Investment in organizational and leadership development of internal staff
- Improved delivery and quality of services offered to our residents
- Implementation of our electronic government solutions

I believe that by staying focused on our mission, vision and strategic priorities, the City has achieved a great deal and that our efforts have translated into real and meaningful results for our entire community. Thanks to these efforts, our community now has less crime and more police officers patrolling our streets; more and better trained firefighters using state-of-the-art equipment; new and improved playgrounds, parks, and recreational facilities; improved streetscapes; an even more vibrant and thriving cultural arts scene; an improved economic condition with more businesses and jobs, more retail, hotel and restaurant options; more parking availability; real property value appreciation; continued growth in the overall wealth of the community; lower costs to borrow money for investment in our capital projects; a lower overall tax millage rate; more opportunities to access government; and better and more communication with members of our community. I am happy to report that the quality of life on Miami Beach continues to improve everyday.

Through various efforts, including the Commission Leadership retreats held on May 8 and May 22 of the past year, I have worked to continue to align the Administration's resources with the Commission's priorities. These strategic retreats included the review of an environmental scan of demographics, socio-economic data and department workload and performance measures; financial trends; and comparatives with other cities. Through this process, and by incorporating ongoing input from the community received through community meetings, Mayor on the Move meetings, the answer center, etc. priorities for the FY2004/05 budget were developed in-line with the City's vision and 5-year plan. The priorities were used to guide departments as they analyzed existing services, and prepared their proposed budgets and new initiatives for fiscal year 2004/05. In doing so, we have been able to better focus on the business of the City and are now even better positioned to deal with the challenges and opportunities

that face us. In addition we have developed an enhanced Operating Budget Book to be more comprehensive and informative for the public aligned with these priorities. This effort also resulted in meaningful discussions with the Mayor and City Commissioners throughout the budget process to help determine which priorities you wanted to see identified and funded.

Every day the Administration and I are tasked with efficiently operating the day to day functions of the City, as well as, being challenged to lead a variety of ongoing important community processes or issue discussions to develop sound policy recommendations and ultimately reach community consensus on what is in our collective best interests. This year, our challenge was exacerbated by the unusual weather events which resulted in a "historic" four named hurricanes making landfall in Florida, two of which resulted in evacuation orders being issued for Miami Beach. While spared the brunt of impact and damage, these natural events required us to implement our Emergency Preparedness Plans and I am pleased to report that the City Team not only met the challenge, but was widely praised and recognized for its work pre- and post-event by our residents and outside emergency agencies alike.

Some other important efforts worked on throughout the year include: Quality of Life Improvement Initiative; Homeless Outreach Initiative; the ongoing Noise Ordinance enforcement discussions; the negotiations and subsequent collection of the \$15 million Convention Development Tax (CDT) proceeds from Miami-Dade County pursuant to our interlocal agreement of 2001; the renegotiation of the 2001 interlocal agreement with Miami-Dade County to secure ongoing additional financial benefits (approximately \$50 million) to our General Fund from the South Pointe RDA upon its termination in September 2005; the inclusion of more that \$110 million of City or City related capital projects in the County's G.O. Bond Program; the FY 2004-2005 budget deliberations; the collective bargaining negotiations with all five of the City's labor unions which resulted in four contracts being adopted in record time and in an amicable manner; resolution on the land use and financial elements of the Alaska Parcel and Portofino settlement; the negotiations with the New World Symphony and their Soundspace proposal; and the conclusion of negotiations with RDP Royal Palm Crown Plaza.

I am proud to report that each of these, along with several other issues, have been handled in an extremely professional manner with the utmost integrity and with a primary focus on providing you the best professional recommendations and advice from which to make your decisions.

From a financial perspective, the City remains strong and our credit rating, which was upgraded twice in 2003 to its highest level in history, reflects our positive financial condition and leadership. We have implemented recurring efficiencies of nearly \$13 million in the past three years and this year identified an additional \$2.2 million of newly identified efficiencies within the organization resulting from reallocation of services, reduction of operating expenses, deferral of vacant positions and realignments in several City departments. This had been accomplished while maintaining current

service levels and providing needed functional enhancements without raising the total combined tax levy for the fifth year in a row. In fact, for the first time we were able to provide a dedicated component of the tax levy for capital renewal and replacement of the City's buildings and assets. This year, through the creation of the Office of Budget and Performance Improvement, we continued to enhance the budget process to ensure and encourage greater input and direction from all City departments as well as the City Commission in developing the Operating Budget and increasing focus on measurable performance results. Also this year, for the second year in a row, our Budget Book was recognized by the Government Finance Officers Association with their Distinguished Budget Presentation Award.

During my tenure, one of my top priorities has been to ensure that we provide efficient and effective services to all members of our community in a professional and ethical manner with a primary focus on providing the best possible and highest quality customer service. I have recently implemented a program to further enhance our customer service initiatives. These include refining our customer service standards, developing an ongoing customer service training program, and reintroducing our service shopper ("secret shopper") program on an ongoing basis. Further enhancing our customer service initiatives will remain a top priority as long as I am your City Manager.

As a way to keep you and the Commission better informed, and in as timely a manner as possible, all Letters to the Commission (LTC) and memos are now being sent electronically in addition to the regular hard copy format. In addition, all LTC's are now also posted on the City's website so that staff and members of the community also have an opportunity to learn about important initiatives the Administration is working on. I continue to work with you and the Commissioners to develop specific strategies to further enhance our individual communication efforts. I believe that significant improvement has been achieved in this area and that together, we are all sharing information in a more efficient and effective manner. Continuing to improve our internal and external communication efforts remains an important goal in my Administration.

I am pleased that my fourth year as your City Manager has continued to be as exciting, challenging and rewarding as my first three years, both professionally and personally. I am proud to be a resident of the City and am proud to be its City Manager. I am looking forward to continuing to work with you and the City Commissioners in making Miami Beach an even better place for all of us to live, work, visit and play.

The following summarizes some of our key accomplishments of the past year. For ease of review, these accomplishments are organized by the strategic priorities identified in our Five-Year Vision which includes: (1) Capital Improvement Projects; (2) Strategic Planning and Economic Development; (3) Organizational Development; (4) Neighborhood Services; and (5) Investment in Technology.

Capital Improvement Projects

Over the past year, the Capital Improvement Projects (CIP) Office made major strides towards the continued implementation of our \$400 million capital improvement program. Towards this end we completed the staffing of the office (excluding newly approved FY 2004-05 budget positions); developed a five-year implementation schedule for funded programs; began implementation of an electronic filing system and records storage; created an information management program that keeps client departments informed; drafted an operating charter for the community information function of the office that is aimed at managing and mitigating all CIP-related community and business issues; continued implementation of the general policy for the under-grounding of utilities in neighborhoods; improved internal administrative processes, such as payment processing, budgeting, and project scheduling; integrated City Center RDA into overall sequencing plan; integrated Parking Department Capital projects into overall sequencing plan.; utilized the Job-Order-Contracting (JOC) System; and developed a bi-weekly update to the Mayor and Commission to keep them better informed on the status of ongoing CIP projects. The results of this effort include the following:

- 80% of neighborhood streetscape projects were on schedule from issuance of notice to proceed for construction;
- 40% of parks and facilities projects were on schedule from issuance of notice to proceed for construction;
- 60% of consultant payments were processed through the CIP office within 14 days of receipt and paid within 25 days of receipt by the CIP office;
- 70% of contractor payments were processed through the CIP office within 14 days of receipt and paid within 25 days of receipt by the CIP office

CIP completed or substantially completed the following projects this past year totaling **\$25 million**, resulting in improved or totally renewed parks, more beautiful streetscapes, and improved parking lots and infrastructure: North Shore Park and Youth Center; Scott Rakow Youth Center Ice Rink; Victory Garden; Normandy Shores Clubhouse Roof; South Shore Community Center Phase I; the Jackie Gleason Theater of Performing Arts lobby interiors and ADA improvements; Marseille Drive Streetscape; La Gorce and Pinetree Medians; 42nd Street Streetscape; Booster Pump Station and Water Tanks at 25th Street; Bass Museum Humidifier Installation; Palm Island Guardhouse; 42nd Street Garage; 4601 Collins Avenue Parking Lot; 4th and Alton Road Parking Lot; Byron Avenue and 71st Street Parking Lot; and the 1663 West Avenue Parking Lot (Epicure Lot) and the Regional Library which is scheduled to open to the public in late March 2005.

The following projects were under construction this past year totaling **\$50 million** of planned improvements: Normandy Isle Park and Pool; Bay Road Streetscape; Colony Theater; Convention Center Restrooms and ADA Improvements; Miami Beach Golf Course Clubhouse, Maintenance Facility, and Restrooms; Lummus Park; Fire Station #

4; Pump Station at Terminal Island and 20" Watermain; 1800 Convention Center Drive Parking Lot; 7200 Collins Avenue Parking Lot; 87th Terrace Parking Lot ADA Compliance; Lincoln Lane and Meridian Parking Lot; Chase Avenue and 40th Street Parking Lot; Alton Road and 41st Street Parking Lot; 13th and Collins Parking Lot; 12th Street Parking Garage (a.k.a. Visitor's Parking); 17th Street Parking Garage Structural Repairs; 17th Street Parking Garage Maintenance; 13th Street Parking Garage; Venetian Causeway Temporary Parking; St. Patrick's Church on-street parking study; Police Substation at South Point; Washington Avenue Streetscape; and the Water/Wastewater Pump Station Upgrades.

CIP had the following projects under design this past year totaling **\$70 million** of planned improvements: Oceanfront ROW Improvements; Miami Beach Golf Club Cart Storage Barn (pending funding); Miami Beach Golf Club Fence (pending funding); LaGorce ROW Improvements; 12th St. Parking Garage Renovation; 41st Street Streetscape Phase II – Bridge Enhancement; Group "C" Parks - (Fairway, Muss and Washington Parks); Parks Maintenance Facility; Normandy Isle Neighborhood ROW Improvements; Venetian Islands Neighborhood – Bid Package B: Belle Isle ROW and Park Improvements; Normandy Shores ROW Improvements; Nautilus ROW Improvements; Flamingo ROW Improvements; the Star/Palm/Hibiscus ROW Improvements ; 137 Washington Avenue Parking Lot; Lenox West and 17th Street Parking Lot; 64th Street & Collins Avenue Parking Lot; Women's Club Parking Lot; Ocean Drive and 1st Street Parking Lot; Meridian and 6th Street Parking Lot; 35th and Collins Parking Lot; and the 71st Lot.

In addition to our on-going \$400 million capital improvement program, the voters of Miami-Dade County overwhelmingly approved all eight (8) ballot questions for the County's General Obligation Bond initiative including approximately \$110 million in City of Miami Beach projects which include: \$27 million in funding for nineteen (19) City of Miami Beach CIP park projects; \$17.5 million in funding for Beach renourishment; \$10 million in funding for the Wolfsonian Museum; and \$55 million in funding for the Miami Beach Convention Center.

Considerable staff discussions and negotiations with Miami-Dade County along with strong support from County Commissioners Sally Heyman and Bruno Barreiro and our own Commission resulted in the inclusion of our priority projects in this historic County initiative. It is important to note that the total bond proceeds from this initiative exceeds our own City of Miami Beach General Obligation Bond issue without the considerable effort of voter education and bond administration which would have been required had we pursued it on our own, as well as the local debt capacity which remains unused at this time.

At the same time, as we bring on line new or improved facilities and infrastructure, it is essential that we provide funding for ongoing renewal and replacement of existing assets, so that these are not deferred as they compete with the need for services. To this end, for the first time, we have established a separate Capital Renewal and

Replacement reserve fund for general fund buildings and assets. The intent of this fund is to create a funding mechanism to proactively address asset replacements or renovations of properties that have exceeded their useful life in a more systematic and structured manner. In the first year, \$1.347 million has been dedicated to this fund. It is envisioned that this will grow to a recurring source of funding in the amount of \$5 million per year.

Strategic Planning and Economic Development

Our economic development efforts continue to include initiatives that further expand and diversify the City's economic base in order to ensure that appropriate and sustainable economic growth occurs in Miami Beach. In the past year, there were over 200 new businesses licenses issued on Miami Beach resulting in hundreds of new jobs in our community. An Office Depot opened its doors recently in South Beach. The Ritz Carlton Miami Beach opened, the Victor Hotel is nearing completion, the Regent South Beach is under construction, the Canyon Ranch development project is proceeding and the W hotel chain announced the acquisition of the current Holiday Inn Miami Beach, with the intention of converting that existing property into a luxury hotel. The Lucky Strike, a trendy bowling alley currently operating in Los Angeles, announced its plans to open a location in South Beach and has already received approval from the Design Review Board. Mr. Chow, the trendy restaurant has plans to open its newest location in the Collins Park Cultural Center.

Negotiations are nearing completion on the public/private venture to develop the Potamkin / Berkowitz site to include a 1070 space parking garage, with the City owning 535 spaces, a supermarket and possibly an intermodal transportation facility. The expansion of the New World Symphony's Soundspace, designed by Frank Gehry, has been approved and plans are proceeding. The City coordinated a master planning / public visioning process involving the Alaska, Goodman and Hinson parcels culminating in a settlement agreement transferring two acres of prime waterfront land to the City. This enhances the planned development of South Pointe Park creating over 17 acres of prime recreational space in South Pointe.

From a legislative perspective, we recently received a \$2 million grant from the federal government for transportation and stormwater improvements and a \$400,000 grant from the state of Florida also for stormwater improvements. These grants will be used to help fund part of the City's comprehensive upgrading of its stormwater system over the next several years. We were also able to successfully secure an exception from the federal Department of Housing and Urban Development (HUD) that enabled the City's Housing Authority to retain \$900,000 in housing subsidies.

In the area of the cultural arts, several significant achievements were accomplished. A strategic study of the City's cultural affairs area and the Cultural Arts Council was completed and resulted in the creation of a vision / strategic plan. A dedicated source of funding using quality of life monies has been created. The master plan and guidelines

for Art in Public Places (AIPP) was completed and adopted as well as the adoption of changes to the Art in Public Places ordinance. The Byron Carlyle opened further increasing the cultural presence in the North Beach area. The film and print industry in Miami Beach has improved over the past year too, with a record 1,511 film and print permits having been issued. We continue to expand and capitalize on the extraordinary events that continue to take place in Miami Beach, including the third appearance of Art Basel / Miami Beach, the third appearance of the MTV Latin Music Video Awards, the second annual South Beach Food and Wine Festival, the American Black Film Festival Awards, and the annual boat and auto shows. The renovations to the lobby and restroom areas of the Jackie Gleason Theater of Performing Arts were completed in time to welcome patrons during the busy winter season. The Bass Museum experienced record crowds with major exhibits including works by Frida Kahlo and Pablo Picasso.

From a tourism perspective, hotel occupancy rates last year reached an all time high yielding record earned resort tax revenues of \$29,370,493, a 19.1% increase from the previous fiscal year. On average, hotel room rates last year were the second highest in the nation, trailing only New York City. New initiatives include Camp Miami Beach, a program created for families vacationing in Miami Beach and an agreement with Norwegian Cruise Line which brings over 1,200 visitors to Miami Beach every Wednesday. Similar agreements are being negotiated with Royal Caribbean and Carnival Cruise lines.

In the parking area, the availability of residential parking throughout the City was further enhanced with the creation of two new residential zones, one in the Lake Pancoast area and the other in the Upper West Avenue area. There were also two new Municipal On-Street Parking programs created to service the merchants along the Alton Road corridor. In addition, the City implemented the use of vending machines for the sale and recharging of transportation and parking cards and successfully administered the mail-in permit renewal program affording customers sufficient time to respond and receive their new permit prior to the expiration date of the old permit. Further the City has begun transitioning to multi-space meter stations (master meter or pay and display) in the Lincoln Road lots and area to enhance customer service levels by providing customers with more payment options. The City is also actively working to complete its future parking capital plan with planned parking capacity enhancements in North and South Beach.

The Building Department implemented the online permitting process and the new Q-MATIC systems were implemented to enhance customer access to building permit services. At the same time, the City has concluded the State mandated Evaluation Appraisal Report (EAR) that will be submitted to the South Florida Regional Planning Council.

Organizational Development

We continue to make great strides in developing an organization that is professional, ethical and committed to the City's mission of providing excellent public service and safety to all who live, work, visit and play in our vibrant, tropical, historic community. I continue to work with staff to provide the greatest level of efficiency in the delivery of our services and direction to all City staff. Our Police, Fire, Procurement, and Parks and Recreation Departments have all now received full accreditation from their respective accreditation agencies. I am proud to say that the individuals hired during my Administration are a diverse representation of our community and add to our already talented and committed staff. The Office of Budget and Performance Improvement (OBPI) was created and staffed in an effort to implement ongoing process improvements throughout the entire organizations. OBPI includes the areas of Budget and Management, Internal Audit, Grants Management and Organizational Development. Key leadership staff changes were made in the Information Technology, Human Resources and Tourism and Cultural Development Departments that resulted in the appointment of new or acting department directors in an effort to enhance services provided by those areas.

Leadership development opportunities have been offered to staff and departments in an ongoing effort to improve our individual and collective performances. In an effort to provide staff with the tools and resources they need to improve performance, several initiatives were provided this year, which include: establishing the Organizational Development and Training Intranet/Internet website which provides information regarding training opportunities and registration information and access to all citywide training; establishing the first ever Supervisory Essentials Series, which included eight module supervisory training sessions providing relevant information for supervisory success; established a computer training quarterly listing of available computer program training available to staff to update and increase job effectiveness; and creating a citywide training calendar which provides a listing of available citywide training opportunities. In addition, several other internal key processes were streamlined in order to more efficiently address the organizational development needs of all City departments. Our partnerships with several local institutions of higher education continue and provide our employees, and residents, opportunities to enroll and participate in an expanded array of college and graduate level courses offered right here on Miami Beach. As I previously mentioned, I have recently implemented a program to further enhance the City's customer service initiatives. These include refining our customer service standards, developing an ongoing customer service training program, and reintroducing our secret "service" shopper program on an ongoing basis. Further enhancing our customer service initiatives will remain a top priority for all City Departments and employees and I will work to ensure that staff receives the proper support so that we can continuously enhance and implement new customer service initiatives to improve the delivery of services in order to meet the needs of our residents and other customers.

Neighborhood Services

Our neighborhood services initiatives enable us to continually reach out to and better connect our residents with their government in order to empower and deliver better services to them.

This past year, the City's Answer Center received 56,675 calls and assisted over 1,200 customers who walked through our doors. As part of our outreach efforts, representatives from Neighborhood Services attended 96 homeowner Association (HOA) meetings; facilitated the Neighborhood Leadership Academy, which now has 127 graduates; facilitated the Community Emergency Response Team (CERT) training program, which now has a total of 145 certified residents; increased and staffed our citywide volunteer projects, which include volunteer efforts such as the South Pointe Park litter clean-up and removal of non-native vegetation, the 3rd Street Park clean-up, the 72nd Street Park clean-up and painting the beach boardwalk from 21st Street to 32nd Street; increased the Miami Beach Volunteer Network to include the Boy and Girl Scouts, students from Florida International University, local high school Key Clubs, ECOMB, the Surfriders, and Baynanza; held over 20 new voter registration drives and assisted with the Vote Miami Beach campaign; and held the annual hurricane awareness fair with participation from various community partners.

Through the Housing and Community Development area of Neighborhood Services, the following services were provided to residents through the City's various funding efforts: the HOME Investment Partnership provided funding for the rehabilitation of 61 rental units and for the purchase and rehabilitation of 12 homeownership units for first time buyers and the State Housing Initiatives Partnership Program (SHIP) provided down payment assistance to 10 low-income homebuyers. Through the Community Development Block Grant (CDBG) process, health services (dental and medical) were provided to 15,413 low income participants; 1,924 nutritional grocery packages were delivered to homebound persons with AIDS/HIV; 2,000 prepared meals were delivered to homebound persons with AIDS/HIV; 4,400 prepared meals were delivered to homebound elderly persons; 8,925 nutritionally balanced meals were served to elderly people; 370 low-income youths were able to participate in after school programs that provide tutoring, recreational and sports activities; 45 at risk youths were provided with job training, skills and work experience; 37 children attended preschool daycare which also provided 15 part time jobs for seniors ; funding was provided for the acquisition of a new senior center for UNIDAD of Miami Beach for seniors in the North Beach area; funding was provided for facility improvements at the Jewish Community Services Miami Beach Senior Center; and funding was provided for the installation of playground equipment and safety surface for St. John's Child Care Center.

Through Homeless Outreach efforts, the homeless count in the City went from 304 to 259. Approximately 4,495 contacts were made, 298 relocations and 595 shelter placements were made. In addition, staff participated in four Saturday homeless

outreach missions in conjunction with HOPE in Miami Beach; conducted expanded homeless outreach (in the evenings and on Saturdays) in anticipation of hurricanes; established collaboration arrangements with Riverside House (addiction services provider) and Harbor House (transitional housing provider) to augment available City beds; and reapplied and received continuation funding from the Miami-Dade County Homeless Trust.

In the area of children and elder affairs, staff conducted five public workshops to solicit input from the public on programming ideas; continued the truancy intervention program and the Youth Empowerment Network; supervised executive internship for Miami Beach Senior High School; coordinated five community service projects, three of which were code violation house repairs in Miami Beach; coordinated the "Above Ground" Concert Series, a concert series for youth in Miami Beach; conducted voter registration at Miami Beach Senior High School and parent registration at all Miami Beach elementary and middle schools; and participated in Mitzvah Day with Temple Beth Sholom.

Several achievements were accomplished in our Code Compliance area. The division was restructured with an enhanced customer service focus with an increased emphasis on courtesy warning notices and an increased emphasis on voluntary compliance. The number of cases opened was 6,872; the number of cases closed as a result of courtesy warning notices was 310; and the number of cases that required Special Master hearings was 464. Most importantly, we have expanded our code enforcement function to ensure that all areas of the City have code enforcement coverage at least six days per week and into the night; and through a partnership with the Parking Department dispatching services, the City's Answer Center has expanded its hours of operation to 24 hours a day, seven days a week.

Investment in Technology

Progress continues in our implementation of our electronic government solutions. The City's website is continually updated, in both English and Spanish, to improve the look and feel of the site. The content of the website has been expanded to include the following new Web Applications: Historic Property Search which enables website visitors to access Historic Property Information; Web Survey which includes a form used to gather feedback from website visitors and a report for accessing the survey

responses online; the "Vote Miami Beach" application which enables website visitors to create a customized list of participating businesses; a bulletin Board for the Parks and Recreation Department; a Student Internship site which allows students to sign up for City internship programs; and a crime analysis application which helps track crime trends throughout the City. Several on-line capabilities now exists including the ability to pay utility bills, business license bills and parking citations; register and pay for Parks and Recreation programs; register a neighborhood association; submit a passport application; apply for a film permit; apply for a special event permit; register a burglar alarm; receive an updated traffic advisory; view and download a Web cast of all City

Commission meetings; and enter a service request. In addition, through the new on-line permitting system, owners, developers or contractors can check on the status of a permit, as well schedule and check on the status of an inspection.

Other technology enhancements to improve service delivery include deployment of the latest queuing system mentioned earlier for walk-through permits in the Building Department, the first to be deployed in a Florida building department. This has significantly reduced the average processing time for these permits.

The City now also has several electronic subscriber-based "listserves" which further enhance our electric communication efforts. Our "listserve" function, now has 850 subscribers to the City's electronic newsletter (E-briefs), 4,938 subscribers to the tourism Highlights and Happenings, 186 subscribers to receive an electronic copy of the City Commission agenda, 153 subscribers to receive an electronic copy of the City Commission After-action Report, 321 subscribers to receive information about issues in South Beach, 337 subscribers to receive information about issues in Middle Beach, and 227 subscribers to receive information about issue sin North Beach. Our Reverse 911 system, our telephonic citizen notification system to quickly contact residents in the event of an emergency was used cautiously during the past active hurricane season, and throughout the year, to share important information with members of our community. An on-line kiosk was installed in the first floor of City Hall to provide anyone who may need it a place to retrieve electronic information from the City.

Internally, several enhancements have been made. Eden, our new integrated financial reporting system was acquired and phase one is in the process of being implemented. This system will streamline all internal financial processes into one coordinated system. To date, we have implemented the payroll, accounts receivable, accounts payable, payroll and general ledger functions. In addition, the wireless handheld inspection system was implemented and is currently being utilized by the Building Department, the Public Works Department, the Fire Department and the Code Compliance Division. Velocity Hall, a Web-based system for acquiring permits on-line through our Permits Plus System, was also implemented.

City-wide Accomplishments

By staying focused on these priorities, the City of Miami Beach continues to evolve into a world-class, vibrant, tropical, historic community that provides outstanding services to our residents, businesses and the millions of visitors from around the world who visit our City every year.

In addition to the accomplishments discussed above, the following are just some of the key City-wide accomplishments achieved this past year:

- Continued to work toward achieving the City's five-year vision by focusing on the following priority areas: Capital Improvement Program, Strategic Planning and Economic Development, Organizational Development; Neighborhood Services; and the implementation of e-Government solutions.
- Continued to enhance the budget process by creating the Office of Budget and Performance Improvement (OBPI), updating the five-year Operating Budget projections, holding Commission workshops and briefings to encourage greater input in developing the Operating Budget, and developed an enhanced Operating Budget Book to be more comprehensive and informative for the public.
- Created, hired a director and staffed the Office of Budget and Performance Improvement (OBPI). The OBPI focuses on strategic planning, performance, accountability, and results and is specifically tasked with the review, analysis, and development of internal systems, processes, management techniques, and approaches to help the entire organization stay continually focused on how internal and external improvements. In conjunction, we selected a nationally-recognized professional firm to conduct the City's first ever series of community satisfaction surveys, including surveys of our residents, businesses, and civic organizations. This survey will not only provide insight regarding where the City is doing well and where there is room for improvement, but as importantly, will provide actionable recommendations regarding how we can improve our services to the community.
- Continued to oversee and coordinate all construction and improvements to the City's infrastructure, public facilities, parks, beaches, golf courses, and public safety equipment through the Capital Improvement Program (CIP).
- Continued to focus on our quality of life initiatives and established a Quality of Life Task Force, a multi-departmental approach to address residential and commercial quality of life issues.
- Continued to empower residents through the implementation of various initiatives including the Neighborhood Leadership Academy, the Volunteer Network, and the Community Emergency Response Teams (CERT).
- Further enhanced the Answer Center in order to continue providing information to the public and answer questions. The Answer Center responds to over 5,000 calls per month. Also implemented a web-based tracking system "Better Place" where residents have 24 hour access to service requests.
- Continued our Neighborhood Outreach efforts and held meetings in the 13 neighborhoods throughout the City to identify and resolve service delivery issues.

- Implemented a comprehensive homeless strategy to reduce the incidence of homelessness and the conflicts between residents, visitors, and the homeless, including expanding the City's Homeless Outreach Team to two teams working staggered hours / shifts to better respond to resident and commercial concerns. In addition, additional funding was secured from the U.S. Department of Housing and Urban Development for outreach services.
- Continued to enhance and update the City's Emergency Preparedness Plan to better meet the needs of the community in the event of a disaster. Implemented the hurricane preparedness portion of our Emergency Preparedness Plan during the four major hurricanes that threatened South Florida during the past hurricane season.
- Successfully completed the Commission on Fire Accreditation International (CFAI) assessment and site inspection with a recommended by the inspection team for official Accreditation. The Fire Department received full accreditation as a Fire Agency in August 2004.
- Fire Department responded to 3,627 calls for service that include structural and automobile fires, construction accidents, gas and fuel leaks, rescue incidents, water rescues and public assistance calls; responded to over 13,000 EMS calls; and transported 7,021 patients to area hospitals.
- The Police Department arrested 10,129 individuals during the past year for various crimes, up 24% from the previous year. In addition, Part I crimes were down 2.64% compared to the previous year.
- The Police Department focused on a major new initiative to reduce the number of quality of life crimes including prostitution, noise violations, graffiti, and after hour illegal activities. Improvements have been made in these areas through the shift overlap initiatives and the RDA overtime details.
- Continued the implementation of the new 800 MHz Public Safety Radio System for the Police and Fire Departments.
- Continued to enhance our Major Events Plan (MEP) to coordinate, prepare, and allocate resources for all major events held in Miami Beach, including: Art Basel / Miami Beach, Art Deco Weekend, Miami Beach Festival of the Arts, the Boat Show, South Beach Food and Wine Festival, Memorial Day weekend, Fourth of July celebration and various other major events.
- Opened the Byron Carlyle Theater in North Beach, making this venue available to arts groups throughout the City in an effort to increase the performing arts in this area of the City.

- Opened the North Shore Youth Center, providing children of all ages with even greater recreational opportunities in North Beach.
- Completed the National Recreation and Parks Association accreditation, making the City of Miami Beach one of only 47 parks and recreation departments in the U.S. to earn this prestigious certification which acknowledges compliance with more than 150 multi-faceted best practice standards.
- Implemented the various recommendations made by the Blue Ribbon Citizens Committee to improve our parks and recreational programs throughout the City.
- New initiatives in the Sanitation Division included the creation of a Citywide canal clean-up program; increased the frequency of cleaning in the South Point area; enhanced the level of service in the Collins Park area; and improved the level of pressure cleaning in the Middle and North beach areas from a 15 day cycle to a 10 day cycle. Since 2000 service levels in all areas of the City have improved dramatically. With the recent adoption of the FY 2004/05 budget, we now have a "Class A" level of service on our major thoroughfares, resulting in dedicated crews providing continuous litter control seven days and five nights per week and pressure cleaning five days a week.
- Continued to update and improve the City's website to make access to information easier and to conduct business on-line. The City's website was chosen as a Savvy Award winner for best website in the category of U.S. cities with a population between 60,000 and 100,000.
- The Historic Property Search application was added to the website, enabling website visitors to access historic property information.
- In the area of parking, the City implemented the use of vending machines for the sale and recharging of transportation and parking cards and successfully administered the mail-in permit renewal program affording customers sufficient time to respond and receive their new permit prior to the expiration date of the old permit. In addition, the City has begun transitioning to multi-space meter stations (master meter or pay and display) in the Lincoln Road lots and area to enhance customer service levels by providing customers with more payment options.
- Continue to improve the City's employee intranet, the internal website developed to communicate more effectively with employees.
- Continued to expand our partnerships with local institutions of higher education, (Barry University, Florida International University, and Miami Dade College) to offer an expanded array of courses held on Miami Beach for residents and employees.

- Continued to expand and provide employee recognition programs and support employee led celebrations, such as the Hispanic Heritage luncheon and celebration, the Black History Month luncheon and celebration, the holiday/end-of-year celebration, the Employee Awards and Recognition event, and the "All America City" community / employee picnic.
- The City's Procurement Division was the only procurement office in Miami-Dade County to be invited by the Miami-Dade County State Attorney's Office and the Ethics Commission to conduct a series of presentations to other governmental agencies and private businesses on laws and ethical practices relating to public procurement.
- Applied for \$7,137,043 in private, county, state, and federal grants to fund various programs throughout the City and have received a total of \$2,272,825 to date.

In conclusion, I would like to restate how proud I am to serve as your City Manager and I would like to thank you and the City Commissioners for your continued guidance and direction in helping to accomplish so much on behalf of our residents and the entire community. If you have any questions or need any additional information, please feel free to contact me. I look forward to speaking with you and the City Commissioners in greater detail about these accomplishments and how, together, we can continue working towards making Miami Beach an even better place to live, work, visit and play.

c: Members of the City Commission

Attachments

F:/cmgr/all/jorgegon/PerformanceEvaluation2004.doc

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND THE CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, RELATING TO THE ANNUAL EVALUATION OF THE CITY MANAGER; RECEIVING THE CITY MANAGER'S REPORT; RECOGNIZING HIS EXEMPLARY PERFORMANCE; GRANTING MERIT INCREASE OF _____ PERCENT; GRANTING PERFORMANCE BONUS OF _____ DOLLARS; GRANTING A COST OF LIVING ADJUSTMENT (COLA) OF THREE PERCENT; ADJUSTING HIS BENEFITS; ADJUSTING HIS EMPLOYMENT CONTRACT ACCORDINGLY; AND SETTING AN EFFECTIVE DATE.

WHEREAS, Jorge M. Gonzalez assumed the role of City Manager on August 21, 2000; and

WHEREAS, Mr. Gonzalez' engagement is reflected in an employment contract dated July 26, 2000 adopted by the City Commission on July 26, 2000, which establishes his first year's salary and setting other terms, conditions, and benefits; and

WHEREAS, one of the terms of his employment contract provides for an annual performance review and further provides for salary and benefits adjustments and performance bonuses in such amounts and to such extent as the City may determine that it is desirable to do so; and

WHEREAS, the above mentioned employment contract was amended on October 17, 2001 by Resolution Number 2001-24655 in recognition of his exemplary first year performance evaluation and ensuing adjustments to salary and other aspects of the employment contract were made; and

WHEREAS, the above mentioned employment contract was amended on December 11, 2002 by Resolution Number 2002 – 25093 in recognition of his exemplary second year performance evaluation and ensuing adjustments to salary and other aspects of the employment contract were made; and

WHEREAS, the above mentioned employment contract was amended on January 14, 2004 by Resolution Number 2004 – 25467 in recognition of his exemplary second year performance evaluation and ensuing adjustments to salary and other aspects of the employment contract were made; and

WHEREAS, the City Manager has resided within the City of Miami Beach for the convenience of the City of Miami Beach, and such condition of employment was and is necessary in order for the City Manager to properly perform his duties to the citizens of Miami Beach, since as a 24 hour on-call position, the City Manager is required to participate in and attend civic meetings, other functions and generally be available at all times to perform his duties; and

WHEREAS, the Mayor and members of the City Commission have reviewed the City Manager's Report for the period between August 2003 and August 2004 and have personally related with and observed the City Manager during the period of his service and upon such review and observation find and determine that his performance has been beneficial for the City and that his employment contract should be adjusted; and

WHEREAS, in recognition of his exemplary performance and achievements in accomplishing the objectives of the City Commission it is the desire of the Mayor and Commission to continue Mr. Gonzalez' engagement under the terms and conditions as set forth in that employment contract, as amended by Resolution Numbers 2001-24655, 2002-25093, 2004 - 25467 and by this Resolution.

NOW THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, that:

Section 1. The findings set forth are true and correct and adopted as part of this Resolution.

Section 2. The City Manager will be granted a _____ percent Merit Increase in base salary pursuant to Section 7; subsection A (Performance Evaluation) of the employment contract.

Section 3. The City Manager will be granted a _____ dollar Performance Bonus pursuant to Section 7; subsection B (Performance Evaluation) of the employment contract.

Section 4. The City Manager will be granted a Three percent (3%) Cost of Living Adjustment (COLA) consistent with what was granted to other classified and unclassified employees of the City of Miami Beach.

Section 5. One year is added to the term of the employment contract and all other necessary adjustments to the contract are made to reflect said change, pursuant to Section 2; subsection A of the employment contract.

Section 6. Mr. Gonzalez' engagement as City Manager shall continue under and pursuant to the terms of the employment contract as amended by Resolution Numbers 2001-24655, 2002-25093, 2004-25467 and this resolution until the same is modified, amended, or terminated by action of the Mayor and Commission.

Section 7. This Resolution shall become effective upon adoption and be retroactive to August 21, 2004.

PASSED and ADOPTED this 16th day of March 2005.

MAYOR

ATTEST:

CITY CLERK